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Norberto Duenas
Interim City Manager
City of San Jose
200 East Santa Clara Street
San José, CA 95113
E-Mail: Norberto.Duenas@sanjoseca.gov

VIA E-MAIL AND U.S. MAIL

Re: San Jose POA Retiree Healthcare Grievance
File No.: 040278

Dear Interim City Manager Duenas:

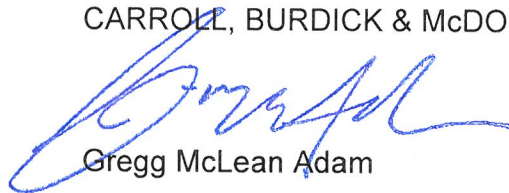
The POA has reviewed your letter this afternoon concerning the above-referenced grievance. While your proposed resolution does not resolve the dispute from the date the violation occurred, it is, in the spirit of compromise, nonetheless acceptable to the POA.

We hereby withdraw the grievance.

The POA appreciates your leadership on this issue. This was always an unnecessary distraction from the far larger challenges we face. It is good to clear it off the table.

Very truly yours,

CARROLL, BURDICK & McDONOUGH LLP



Gregg McLean Adam

GMA:jo

cc: Jennifer Schembri, Deputy City Manager
Larry Esquivel, Chief of Police
Edgardo Garcia, Assistant Chief of Police
Charles D. Sakai Esq., Renne Sloan Holtzman & Sakai
Paul Kelly, President, San Jose POA
James Gonzales, Vice President, San Jose POA
Franco Vado, Chief Financial Officer, San Jose POA
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